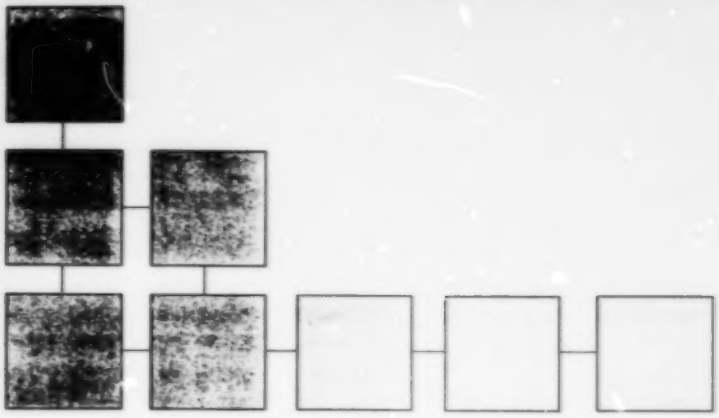
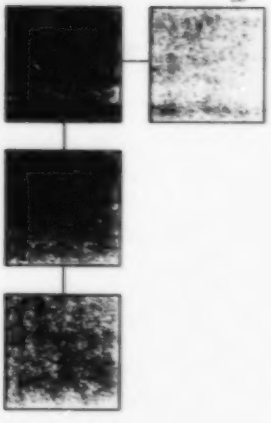


Workers' Health & Safety
A Priority for the '90s



Alberta
Occupational
Health and
Safety

Annual Review
1989-90

91-02883/

Message from the Minister

Health and safety in the workplace is an issue and a concern for all Albertans. Much as we have been focusing great attention on the natural environment, it is important that we also recognize and deal with the challenges presented by ensuring a safe and healthy work environment.

Industry, labour and government have realized that to truly make progress in this area, new approaches and new methods are vital. Alberta Occupational Health and Safety has approached the challenge in various ways, including significant structural and strategic change. These changes are working to ensure the department is in tune with the needs of its clients and partners, and effective in its mission: to enhance the health and safety of Alberta's workers.

The effect of work-related injury and ill health on workers, their families, their employers and the economy is significant. It is only through new and effective approaches on all sides that we can hope to see a reduction in the number of preventable incidents that result in injury or illness to Alberta's workers.

This publication provides a useful description of Alberta Occupational Health and Safety. But it is also useful as an outline of issues and approaches, as well as the concerns of Albertans for healthy and safe workplaces.

The Honourable Peter Trynchy

Minister Responsible for Occupational Health and Safety

In September 1988, Alberta Occupational Health and Safety became a stand-alone agency of the Government of Alberta. As the agency took shape, a new organizational structure and vision evolved.

Alberta Occupational Health and Safety is now decentralized. Throughout Alberta, community-based teams of health and safety professionals are working to enhance the health and safety of their clients—the workers of Alberta.

We were working there and out of nowhere comes this truck and there's this OHS guy. He was okay. He said everything was just right, but he reamed us out for no hard hats...I want to come home for supper too, so if I need a hard hat, I guess I'll wear one.

An Alberta worker

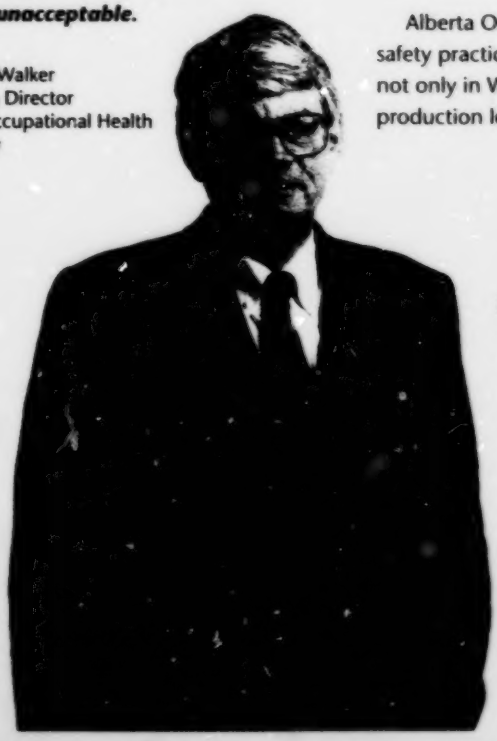
Message from the Managing Director

Alberta Occupational Health and Safety is a changed organization. We have regionalized and restructured, becoming a more democratic, participative workplace— a flatter organization. Six regions (Northwest, North Central, Edmonton, Central, Calgary and Southern) and four divisions (Policy and Professional Services, Program Support Services, Operations Support, and Health and Safety Programs) have been created. Each region is under the direction of a senior manager, who reports directly to the managing director. The executive directors of the four divisions also report directly to the managing director.

Alberta Occupational Health and Safety recently estimated that poor health and safety practices annually cost Alberta over $1 billion, or $400 for every Albertan— not only in Workers' Compensation and insurance costs, but in equipment damage, production losses and the loss of trained workers....We want Albertans to recognize the seriousness of the issues and be prepared to do something about them....work-related injuries and ill health must become socially unacceptable.

In the past, we sometimes thought we were working for employers, telling them how to be safe. But we are not the company safety officer or a substitute for a health and safety program. Strategic planning and detailed market research have clarified that our client is the Alberta worker. We are here to further their interests, to make sure they don't get hurt, injured or have their health damaged. We work with employers by giving them advice, consulting with them, distributing information, saying, "You're not doing something you should be doing." But we're not afraid of being tough and saying, "This is what you must do." We will not hesitate to use our enforcement powers when workers are in immediate or serious danger.

Alberta Occupational Health and Safety recently estimated that poor health and safety practices annually cost Alberta over $1 billion, or $400 for every Albertan— not only in Workers' Compensation and insurance costs, but in equipment damage, production losses and the loss of trained workers.



Dr. Hugh Walker
Managing Director
Alberta Occupational Health
and Safety

Right now there is a certain fatalism: "Accidents happen. Not much you can do." Some employers still do not recognize that safety is an integral part of doing business— and doing well at business. There is also a view that safety is an expensive add-on: "Once we get our bottom line in reasonable shape, then we will pay attention to safety." And on many worksites there is a feeling that telling somebody what to do would impinge on their privacy, and that it's a worker's business if he wants to work unsafely. These attitudes have to go.

Employers who do not see health and safety as significant are going to go out of business. Employers who think the people they work with are expendable, replacable things are under a severe misapprehension. Demography is working against them. Many employers are still focused back on the baby boom, when a lot of workers couldn't find jobs. It was a buyer's market. That is already changing. There is no unlimited supply of young, well-educated people.

Alberta Occupational Health and Safety has a changed style. We are a regulatory organization, but we are also a prevention-focused, consultative organization, trying to understand how we can reach more people. Occupational health and safety affects just about everyone: most of us go to work, will go to work or have gone to work. We want workers and employers to see occupational health and safety as an issue that works for them.

Injuries in the workplace are not always somebody's fault, or due to a single person's lack of care. The situation is far more complex. We want the public to have a deeper understanding of the issues. We want Albertans to recognize the seriousness of the issues and be prepared to do something about them. Similar to domestic violence, impaired driving or environmental issues, work-related injuries and ill health must become socially unacceptable.

Occupational health and safety is a win-win, no-lose issue. Very few people are disadvantaged by health and safety. We cannot eliminate all risk. Everyday we drive cars. We fly in airplanes. But people are entitled to know what risks they are taking and should be entitled to refuse risks that pose a danger to them; that put their life and health at risk.

Dr. Hugh Walker
Managing Director
Alberta Occupational Health and Safety

When one organization splits off from a larger organization, and also goes through a major restructuring and change in focus, there's a great impact on the organization's human resources — both in the areas of motivation and morale. We've been aware of this impact in our approach to staff recruitment, training and development. Field staff are being trained in team building and consulting skills, and the skills required in various key positions are being identified. What is needed to be a regional director? What skills will an occupational health and safety officer need five years from now? These identified profiles are helping us make crucial decisions regarding the hiring of new staff and the training and development of existing staff.

Linda Fields
Executive Director
Operations Support Division

(Operations Support is responsible for the planning, implementation and review of personnel, administrative and financial policies, programs and services.)

The workers of Alberta are our clients

I wear a particle mask all the time now. When I first started wearing it I felt like a real idiot. No one else was wearing them a few years ago, but now more and more guys are doing it.

An Alberta worker

In the summer of 1989, Alberta Occupational Health and Safety began a strategic planning exercise. "The process involved everybody in the organization, including managers and staff," says John Johnston, Coordinator of Field Operations. Staff information sessions were followed by meetings and one-on-one and group interviews with individuals, officers, managers and specialists.

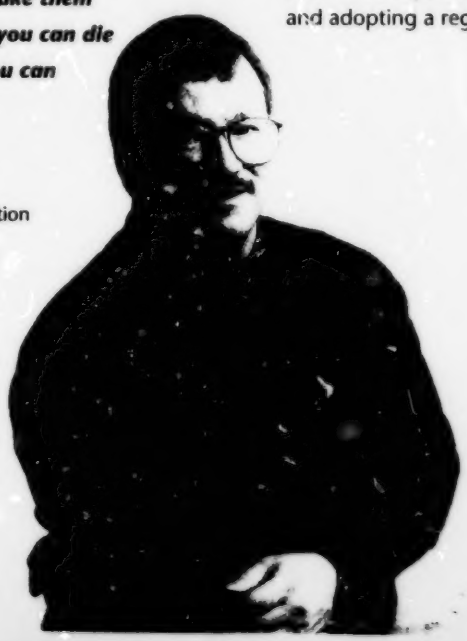
"We're not sure who our client is," was a recurring comment from staff. Some staff felt the client was the employer, others the worker. From the comments and discussion, a consensus was reached: Alberta Occupational Health and Safety's clients are the workers of Alberta. From this, a mission statement also emerged. The mission: "To Enhance the Health and Safety of Alberta's Workers."

"When you are at a worksite doing an inspection, holding a meeting, or following up on a complaint, the philosophy is to involve workers as much as you can," says John Johnston. "You can't just barge in and say, 'Shut off your machine and come here a minute.' But you could talk to the worker during coffee break, or lunch, or hand the fellow a card and say, 'Call me anytime you've got a concern.' "

Right now, in the asbestos removal industry, a lot of companies are using untrained workers, who are not aware of how hazardous asbestos is. I have witnessed workers doing it improperly, using the wrong respirator equipment, and the wrong protective equipment. We have to convince workers that hazards exist in the workplace. We have to educate them, make them aware that, yes, you can die from this. Yes, you can become very ill.

Bill Spring
Business Manager
International Association
of Heat and Frost
Insulators

In September 1988, approximately 200 employees moved from Alberta Community and Occupational Health to the new agency, Alberta Occupational Health and Safety. A consultant studying the new agency concluded the organization needed to become more client focused, and communication between regional offices and headquarters needed to be improved. Following the consultant's recommendations, Alberta Occupational Health and Safety decentralized, abandoning its old structure and adopting a regional team approach.



Alberta Occupational Health and Safety had previously been organized into program areas. The Inspection Branch, for example, was responsible for general safety. The Occupational Hygiene Branch dealt with health and hygiene. The different areas would deal with the same worksites, but at different times and not as an integrated team.

Each program area had northern and southern offices. Occupational Hygiene had field staff working in the regions and reporting back to headquarters. Within the Inspection Branch, officers reported to the director of Work Site Services North or Work Site Services South.

With the new structure, and the six new regions, services are delivered through community-based offices. There are the regional offices and — in some regions — area offices: the North Central Region has area offices in Fort McMurray, Vermilion and Edson and Southern Region's area office is in Medicine Hat. Alberta Occupational Health and Safety staff have moved from the major centres to work right in the community. Staff are also being hired to fill positions in the new regions. A regional office, such as the Northwest Region office in Grande Prairie, once staffed by two or three people, now has a staff of 10. What has occurred is not a wholesale expansion and hiring of more staff, but a transfer of existing resources to the regions.

Bill Myers, Regional Director of the Northwest Region office, says increased staffing in the field offices makes it easier to provide quality service. "When I first moved up here, and for many years before that, two people handled the area. We handled one-third of the province, each travelling about 50,000 kilometres a year. All we could do was put out fires. We investigated accidents and responded to complaints. Now, however, we can plan and be proactive, trying to identify problem areas before they hurt people."

I started as an education officer. We would go to worksites and talk to employers. Most of it was employer oriented: when we talked to an employer, we hoped we were talking to his workers as well. We put on seminars that were attended by workers, but aimed at employers. Our primary role, I suppose, was to educate Alberta employers about the legislation.

Now our mandate has changed. We stop and talk to workers. We ask questions. It can be a little awkward when the boss is standing nearby, but we are developing strategies that allow us to talk openly and freely with workers.

Grant Henneberg
Regional Director
Southern Region

Each region is a multi-disciplinary team. "This team concept is so important," says John Johnston. "Occupational health and safety is so multi-faceted and multi-disciplinary, it is impossible for one person to know everything. You cannot be an expert in all areas of health and safety.

"The team concept means that if I think there is a health-related problem at the worksite, but I'm not so sure, I can call someone who is an expert in that area and he or she will come out and help me."

Since the restructuring, our services and resources are more readily available to our clients. For example, our local area offices in Edson, Vermilion and Fort McMurray can now provide enhanced services, using multi-disciplinary teams to deal with local issues and problems. Regional directors now have the ability to set priorities and quickly shift resources where necessary. An added dimension to the restructuring is the regional ability to plan and conduct proactive programs that focus on emerging issues.

John MacPherson
Regional Director
North Central region

The teams receive professional support from the Policy and Professional Services Division, which acts principally as a consulting group, ensuring consistency and professional standards. "The overall purpose for this group," says John Ottery, Executive Director of Policy and Professional Services, "is to provide direct service in the medical and radiation areas, and support services in safety engineering, occupational hygiene, education and ergonomics. I regard this group as a developer of programs and the keepers of the faith in each of the different disciplines and areas."

Team members train their co-workers, so each regional office can serve its community. Bill Myers says, "We are going through a cross-training program. For several weeks, the forestry specialist will work with the oilfield specialist to make him aware of the health and safety issues in forestry. Then the oilfield person will take the forestry person out and go through drilling rigs, service rigs and gas plants to pass on his expertise. At the end of two years, everybody will be familiar, comfortable and confident dealing with any industry in the Northwest Region."

The Greening of the Workplace

The Canadian Green Consumers Guide, published by The Pollution Probe Foundation, states that, "There are at least 15,000 identified toxic (poisonous) chemicals in the Canadian workplace." The Guide's chapter on the workplace, "The Green Worker," alerts Canadians to WHMIS (Workplace Hazardous Materials Information System). WHMIS regulations were recently passed by the federal, provincial and territorial governments.

On another front, the environmental group, Greenpeace, recently hired an occupational health and safety activist to coordinate its workplace activities. To environmental groups, such as Greenpeace and Pollution Probe, cleaning up the environment includes cleaning up the work environment. The greening of our cities, towns and outdoor environment includes the greening of the workplace.

Chemicals in the workplace—doesn't matter if it's cleaning products or what it is—they're hazardous to your health if you don't know how to handle them and don't get training.

An Alberta worker

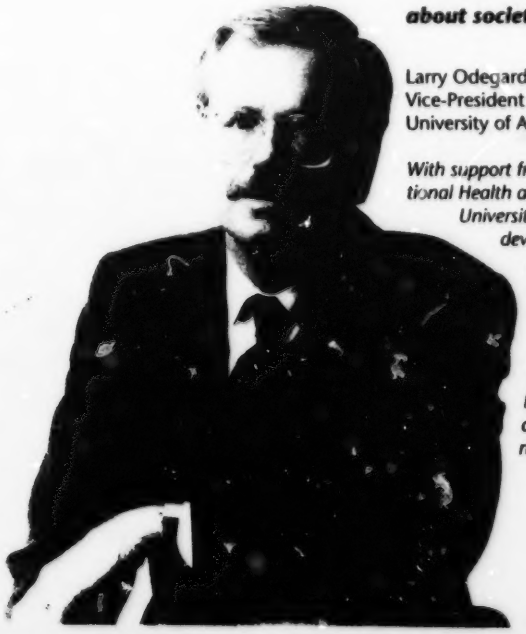
Denis Lyons is the Executive Director of Program Support Services, the Division responsible principally for planning, research and information services. He says there is a connection between public concern with the environment and workers' growing concerns about exposure to toxic substances. "Market research is showing us that workers want to know more. They want to feel they are empowered to take more control in the work environment.

"Workers say they are more worried about their health and exposure to toxic substances, than about better-understood safety hazards, like falling, unguarded machinery and threats produced by moving vehicles.

"They are saying they understand those traditional safety hazards and know how to protect themselves from them. But they don't know a lot about health hazards and the effects of chemical exposure, and they are not confident that even the professionals understand the long-term effects."

Bad habits aren't learned in the workplace. We learn them long before we enter the workforce. If we can work on prevention before people enter the worksite, then we will have a healthier workplace and healthier workers. If everyone develops attitudes about working safely, much as we're developing attitudes about treating our environment with respect, that will bring about societal change.

Larry Odegard
Vice-President
University of Alberta Hospitals



With support from Alberta Occupational Health and Safety, the University of Alberta Hospitals developed the "Heroes" program. Aimed at teenagers—the workers of tomorrow—"Heroes" makes them aware of the need to live a healthy lifestyle and avoid unnecessary risks.

Alberta Occupational Health and Safety is responsible for inspecting worksites and ensuring health and safety regulations are followed. Safety inspections are a crucial part of the organization's program, but inspections alone cannot change attitudes.

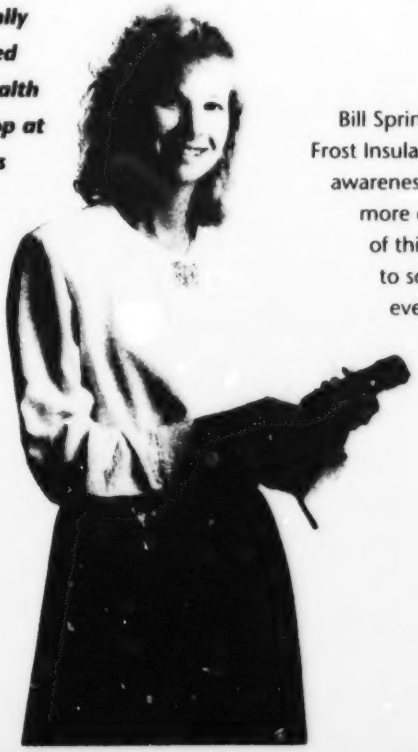
We are helping employers and workers identify, evaluate and control workplace exposures to chemical, physical and biological hazards—chemical hazards like lead, physical hazards like noise, light, cold, stress, and biological hazards like bacteria or viruses.

The worker is our client, but you get a lot of extensions of that client. The worker has many lives, if you will. There is the worker at the worksite and the worker at home. We can get his or her family coming in or concerned spouses calling. So health and safety doesn't stop at the worksite. It carries over.

Lisa Johnston
Occupational Health and Safety Officer
Edmonton Region

Alberta Occupational Health and Safety's mission statement establishes four priority activity areas: work practices, work environments, radiation health and public awareness. It also sets out specific goals. It aims "to increase the adoption of safe and health work practices" by both workers and employers. It also aims "to achieve safe and healthy work environments" and "to promote the reduction of radiation exposure levels to as low as reasonably achievable."

WHMIS is already changing the work environment. All provinces and the territories participated with the federal government in the creation of WHMIS. Alberta Occupational Health and Safety has been actively involved since 1981. Under WHMIS regulations, all hazardous materials must be labelled, and all workers must be trained to handle such materials and protect themselves from them.



Bill Spring, Business Manager for the International Association of Heat and Frost Insulators, says WHMIS has had a very positive effect. "There is more awareness now," he says, "than a few years ago. People are becoming more concerned about what they are exposed to. It is due to a number of things, and WHMIS is helping, although WHMIS alone isn't going to solve the problem. We need education, knowledge, attitudes—everything that goes with preventing workers from being exposed."

The Forum for Action on Workplace Health and Safety is working on another level to increase awareness. The Forum, an independent body with representatives from organized labour, industry, health care, municipalities, agriculture and government, is searching for new approaches to health and safety. The Forum encourages, advises on and promotes occupational health and safety in Alberta.

They are coming out with training now. You have to have certain labels on things that tell you what you're supposed to do with them and if it's not good for you.

An Alberta worker

Larry Odegard, Vice President of the University of Alberta Hospitals and a member of the Forum, says, "In a health care setting, in hospitals in particular, there is a great deal of lifting of materials and patients. In addition, there is potential exposure to toxic chemicals and other substances, as well as the risk of transmitting infections and other diseases.

"There is a tremendous need for education and training of staff. A high staff turnover and a high rate of technological change, whether it's in toxic substances or other areas, creates a need to continually identify risks. In addition, we are learning more about toxic substances. With some substances, earlier research may not have adequately explored and identified the risks early on."

The greening of the workplace may be a reflection of the greening of our lives. Larry Odegard prefers to talk about healthy and safe "lifestyles." He does not differentiate between safety at home, safety on our roadways and safety at the workplace. "We cannot expect them to come to work and all of a sudden do things properly. We want staff to live healthy lifestyles. We want them to take home the safe techniques they use at work. When they are working around the house and garden, when they are driving to and from work, that they live a safe life and avoid unnecessary risks."

Safety is a Quality Issue

Alberta Occupational Health and Safety's partners include industry, labour organizations, industry and safety associations, the Workers' Compensation Board and AADAC. Overall responsibility for ensuring health and safety at Alberta worksites rests with employers and workers, and Alberta Occupational Health and Safety is encouraging them to accept this responsibility. For employers, a health and safety program is one way of meeting their health and safety obligations.

In addition to the human aspects of safety, there is an improvement in efficiency and, therefore, in the bottom line. There is a payout—although, of course, we don't go into it with that in mind. We go into it with the intention of protecting employees. The payout is an an added incentive.

If the job is being done safely, then employees are not at as much risk. They feel better about the job, and that's reflected in their work. Secondly, a safe worksite is usually a clean worksite. That has a positive impact on the job. Efficiency is improved. People do things right the first time, which ties into quality management.

Carl Kristjansen
Coordinator of Safety and
Audit Control
Shell Canada

With the restructuring, Alberta Occupational Health and Safety developed a new initiative, known as Health and Safety Programs. Its mandate is to encourage industry to develop and maintain effective health and safety programs.

Bill Rozel, Executive Director of Health and Safety Programs, says, "We have always looked on ourselves as the agency that enforced the law, that inspected worksites, made sure the guards were on machines and people weren't doing dangerous things. We hadn't taken the jump to saying part of our responsibility is to encourage employers and workers to play a more active role."

The new approach being taken by Health and Safety Programs includes introducing an accreditation program. Basic health and safety programs are developed by industry associations. Employers in that industry adopt the basic program. They are taught how to conduct self-audits.

When ready, they contact Alberta Occupational Health and Safety, which selects an industry approved external auditor to audit the company's program.

If the company passes the audit, it becomes an accredited company.

"The accreditation gives them something," says Bill Rozel. "They can say they are accredited. If they are contractors, they can tell the contracting company that they have an effective program based on certain standards. They have been audited, and here is proof."

The Workers' Compensation Board is participating in the promotion of health and safety programs by offering assessment incentives to accredited companies. As an example, a basic program is being developed with the roadbuilding industry. That industry has set a goal: it aims to reduce the cost, frequency and severity of claims by 15 per cent in the first year. If it reaches that goal, the Workers' Compensation Board has agreed to pay back the savings.

A basic health and safety program must begin with a written commitment from senior management. That statement must be backed with actions. As part of the program, management must play a visible role in health and safety awareness, attending safety meetings and carrying out personal health and safety audits in their areas.

A safety program should also include a hazard analysis, including an equipment and procedures hazards inventory. What hazards are involved? How can they be eliminated? If they cannot be eliminated, how can they be controlled?

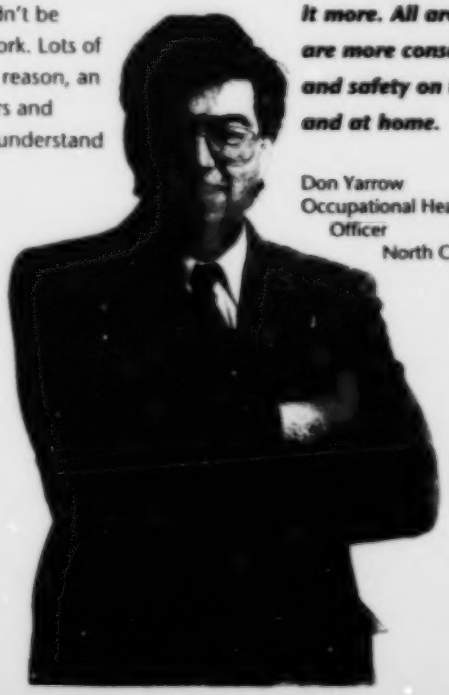
A hazard control system must then be implemented. That would normally include an inspection and emergency response process. An emergency response system is of extreme importance in industries, such as the nuclear or chemical industry, but it is also important in less volatile workplaces, including offices, which should have first aid equipment and emergency response plans.

A successful safety program will also have a high degree of worker involvement. "It is very difficult to develop the best hazard control system for a particular procedure," adds Bill Rozel, "without asking the workers—the people who are directly involved in the work.

"People argue that it is a management process and workers shouldn't be involved, but it is the workers who are going to make the program work. Lots of good programs never leave the shelf in the manager's office. For that reason, an audit involves not only looking at the paper, but talking to the workers and supervisors and finding out what their part in the program is, if they understand the program and if they even know it exists."

My impression, working in the field, is that health and safety is growing concern — much more so than a few years ago. There are now more items on TV and in the papers about health and safety. It doesn't have to be work-related, it can be environmental conditions, whatever. Young people, for example, are coming out of school more knowledgable, aware and concerned about their health and environment. Union members are becoming better educated about safety and are pushing it more. All around, people are more conscious of health and safety on the worksite, and at home.

Don Yarrow
Occupational Health and Safety Officer
North Central Region



Initially, Health and Safety Programs is targeting industries classified as hazardous. But the goal is to reach all companies, even small offices, where the hazards may be things like overloaded filing cabinets, poorly designed storage rooms and excessive use of extension cords.

Approximately one-in-three Albertans work for a small company, and small businesses (under 40 employees) experience a greater percentage of accidents and injuries. Alberta Occupational Health and Safety hopes to reach small business through umbrella organizations and associations. Also, many small businesses are contracted to larger companies, and the accreditation program stipulates that the larger contracting companies are responsible for the companies they contract. "You not only look after your own people," says Bill Rozel, "you ensure that the people you contract with operate within your rules and have good programs of their own."

It's an emerging issue, like the environment. We'll see small business paying more and more attention to making sure health and safety improvements are made. Either you'll be part of the problem or part of the solution.

Doug Wright
Canadian Federation of
Independent Business

During 1989, the Canadian Federation of Independent Business surveyed small business owners and operators, asking if steps were being taken to improve workplace health and safety. Forty-three per cent said they provided in-house safety instruction. "It may not have been a formal course on safety," says Doug Wright of the Canadian Federation of Independent Business. "They may not have had a safety consultant come in, but 43 per cent felt they had directly addressed the safety issue, 21 per cent installed new equipment to improve safety, 12 per cent put an employee in charge of workplace safety, 16 per cent used outside help and safety courses. On the downside, 30 per cent said the question was not applicable: there were no dangers in their business. And seven per cent said they had taken no steps and had no time or money to work on safety."

Doug Wright says there is a need for information and public awareness. "There is a lack of awareness of the potential dangers. A small business may have been working with a chemical for the past 20 years. It hasn't caused any immediate problems, but they may not be aware of potential long-term damage or dangers.

"But when business owners become aware, they may be more willing than people expect to come up with what's needed to deal with the problem. They are usually working directly with their employees. Their employees tend to be fairly close acquaintances, a husband or wife or someone who is clearly an employee, but has worked for the company for five or 10 years. The employee is an important member of the team, not number 2153 out of 4000. It puts it in a different context."

The biggest incentive for an employer to put a safety program in place is economics. As well as the direct benefits of less accidents in the workplace, there are other significant benefits.

Over the last one and one-half years, all companies have been contracting on the basis of good safety records.

Ron Rowbotham
President
Roll'n Well Servicing

Carl Kristjansen, Coordinator of Safety and Audit Control with Shell Canada, says safety starts with design: a well-designed workplace promotes safe work practices. "A few years ago, one looked at the immediate cause of the accident. For example, if the driver ran off the road, they would blame it on the driver's inattention.

"But behind every accident, there are important underlying causes. If a guy opens a wrong valve, maybe he wasn't properly trained. Maybe he wasn't told of the dangers. But even deeper, maybe the valves were designed in a way that made it easy to do the wrong thing. Maybe the valve was hard to get at—in a bad spot. So he took a short cut. But if the valve had been in a better place and was easy to get at, maybe it would have been easier to do it right each time. We have to make it easy to do things right, hard to do things wrong, and that takes us right back to the design of the equipment and plant."

The employer has to make sure that the employees know what they're doing. If a new employee comes to a new job how is he to know what the hazards are? It's the employer's responsibility to inform and train him.

Once the employee has the training, he should be responsible enough to use the training to make sure it is a safe work environment. It's a reciprocal thing. He gives to you and you kind of give it back, by keeping a safe environment.

An Alberta worker

Safety programs, says Carl Kristjansen, have upfront costs, but also lead to more efficient, cost-effective jobs and that translates into profits. How much profit? That is difficult to measure. Accidents cost, and eliminating accidents means savings, but beyond that there are additional profits from improved productivity. "It is easy to measure the cost of lost-time due to accidents," he says, "the cost of equipment that is rolled over, damaged, burnt or destroyed. We can keep track of that. What is more difficult to measure is the improved productivity from a jobsite."

A strategy for the '90s

Alberta Occupational Health and Safety (AOHS) recently completed a strategic planning process. Although the strategic plan was completed outside the period covered by this document, its results are important.

Six strategic targets have been identified for special attention over the five-year period 1990-95:

- public awareness
- new workers
- forestry
- recycling and disposal industries
- small business

In developing and implementing programs directed at the strategic targets the organization's emphasis will be on:

- providing high-quality basic services, with a balanced approach to consultation and enforcement,
- increasing positive incentives for work site health and safety and negative incentives for non-compliance,
- promoting and supporting the development of external programs and expertise, and
- promoting a better understanding of occupational health and safety (the issue) and AOHS (the organization).

The organization has developed a mission, a vision and an approach to occupational health and safety. These are intended to ensure an effective organization, able to adapt to the changing demands of its clients, partners and the general public.

The purpose of the strategic plan is to identify targets and goals. As we enter this new decade, our challenge is to continue working with our clients and partners, translating our mission, vision and strategies into safer, healthier Alberta workplaces.

Occupational Health and Safety Services Estimates, Special Warrants and Expenditures by Vote ($000)

Vote 12: Alberta Occupational Health and Safety Services

Description	Original budget estimate 1989/90	*Revised budget estimate 1989/90	Special warrants 1989/90	Expenditures for the year ending: 1988/89	1989/90
Minister's Office	256	256	0	**	246
O.H.& S. Council	120	120	0	**	104
Executive Services	398	398	0	**	351
Personnel, Finance & Admin.	729	366	0	**	748
Program Support	1,585	1,585	0	**	1,579
Policy & Prof. Services	2,467	2,467	0	**	2,441
Health & Safety Audit	238	238	0	**	253
Field Operations	6,144	6,144	0	**	6,014
Total	**11,937**	**11,574**	**0**	**	**11,736**

Notes:

* Revised Budget Estimate- decreased by 363 to cover overexpenditure from the previous year (1988/89).

** Data for expenditures for the year ending March 31, 1989 is not available due to the reorganization of the Department.

Please note that 50% of the annual expenditures are recovered from the Workers' Compensation Board and are paid into the General Revenue Fund.

Vote 13: W.C.B. Pre 1974 Pension Payments

Description	Original budget estimate 1989/90	Special warrants 1989/90	Expenditures for the year ending: 1988/89	1989/90
Workers' Comp. Board	13,800	0	14,281	13,400

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